

OCCUPATIONAL HEALTH & SAFETY POLICY

IKAD Engineering Pty Ltd (“IKAD”) values the Health and Safety of its employees as being of the very highest importance.

IKAD recognises its Duty of Care to provide and maintain a safe and healthy work environment with high industry standards of work systems and competent supervision for all employees, subcontractors and visitors. In turn, IKAD expects its employees to have a reciprocal Duty of Care to ensure they value the health and safety of their workmates and themselves to assist management in achieving an injury free workplace.

All employees are strongly encouraged to participate in the operation of the Occupational Health & Safety (OHS) Management System by identifying workplace hazards and providing suggestions to improve specific and overall safety in the workplace.

IKAD is committed to achieving its objectives by:

- Providing adequate funding and resources to ensure the requirements of the OHS Management System are implemented.
- Complying with and meeting all applicable compliance obligations and other requirements.
- Providing necessary information, training and supervision of employees and subcontractors.
- Providing disciplined leadership to ensure works are undertaken in a safe, efficient and productive manner.
- Allowing for consultation and cooperation between the company, employees and subcontractors to enable all to work together to achieve the stated objectives and assist in the prevention of injury to themselves and others.
- Identifying and eliminating unacceptable risks through a systematic process which is an integral part of IKAD’s day-to-day operations.
- Measuring IKAD’s safety performance through internal and external audits.
- Regularly reviewing OHS performance and identifying opportunities to continually improve our management system where it is warranted.
- Having a commitment to the consultation and participation of workers, and, where they exist, workers’ representatives.
- Establishing and maintaining a rehabilitation program which facilitates the earliest possible return to work of an injured employee.
- Aiming to eliminate all work-related injuries and illnesses in the workplace.

By implementing this policy and with the total commitment of IKAD Engineering management and employees, the important OH&S objectives and targets will be achieved.

A handwritten signature in blue ink, appearing to read 'Ivan Donjerkovich'.

Ivan Donjerkovich
Managing Director

15th September 2021

